

The incumbent serves as Animal Care Specialist in a designated geographical sector. He/she is responsible for the surveillance, evaluation, uniformity, and coordination of the Animal Welfare and Horse Protection programs.

A. Duties

- Responsible for the review, evaluation and correction of generalized and specific compliance problems.
- Provides technical direction in subject matter fields.
- Serves as consultant to research institutions, zoo directors, pet and wild animal breeders; Department and U.S. attorneys assigned to horse protection and animal welfare prosecutions; horse owners, breeders, trainers and exhibitors; horse shows and horse show managers; carriers and intermediate handlers; and other related institutions and organizations (private and government) and institutions of higher learning.
- Examines critical areas where program compliance or enforcement problems exist or persist to ascertain factors which contribute to the problems and to recommend and implement, or assist in implementing, corrective action.
- Contacts individuals engaged in private veterinary practice, research and/or state and federal activities related to subject field; animal dealers, research facilities, transportation officials; representatives of animal welfare and horse industry organizations; horse owners, and horse show managers to explain the purpose and requirements of the Horse Protection and Animal Welfare Acts, and their relationship to the respective enforcement programs.
- Qualifies and serves as expert witness for Department in prosecution of animal welfare and horse protection violations.
- Reviews the accomplishments of personnel assigned to inspect horses at shows and sales, inspect facilities and monitor veterinary care programs at research facilities, zoos, other animal exhibitions and pet animal breeders, and inspect facilities of commercial carriers and interstate handlers.

- Makes recommendations to Sector Supervisor and Staff for changes that may increase effectiveness of Animal Welfare or Horse Protection programs and/or may effectuate compliance in specific problem areas.
- Evaluates effectiveness and uniformity of physical and other diagnostic examinations of horses, and develops new or improved techniques or diagnostic procedures that could enhance or increase horse protection program efficiency and effectiveness.
- Monitors inspections, reports, and other appropriate records.
- Consults with and assists Sector Veterinary Medical Officers, Animal Health Technicians, and Investigators in evaluating program effectiveness, solving problems and developing cases of alleged violations.
- Reviews animal welfare and horse protection prepared case violations with Sector Supervisors for veterinary medical sufficiency prior to cases being submitted to Staff.
- Develops scientific material and participates in the training programs for Veterinary Medical Officer and Animal Health Technician activities.
- Speaks on Animal Welfare and Horse Protection program activities at veterinary colleges, national and state meetings of veterinarians, and local, state, and national organizations representing the carrier, intermediate handler, research facility, zoo, wildlife pet breeding, horse breeding, horse training and horse show or sale management industries, humane agencies and . other related industries.
- Solicits the cooperation of private veterinarians, veterinary colleges, and representatives of regulated industries to gain full compliance with the Animal Welfare and Horse Protection Acts.

B. Factors

Factor 1. - Knowledge Required by the Position

Mastery of the veterinary medical arts and science in general is required, plus additional mastery of the veterinary arts and sciences as they pertain to the humane handling, husbandry, care, maintenance, transportation, housing, and showing of animals used for purposes of research, exhibition, or as pets; the prohibition of animal fighting ventures, and activities conducted under the Horse Protection Act. This includes:

- Knowledge of recent developments and the state of the art in the use and handling of animals used in research, for exhibition purposes, sold as pets, during transportation, and in animal fighting ventures.
- Knowledge of humane laws and attitudes on both the local and national level, and knowledge of the operations and problems of research facilities, exhibitors, pet suppliers, and animal transporters.
- Thorough knowledge of the Animal Welfare Act and the Horse Protection Act, their regulations and standards, legal opinions, policies and procedures.
- Expertise and knowledge concerning the needs and requirements for the humane care and handling of a wide variety of wild and exotic animals in regard to the public exhibition and transportation of such animals, and knowledge as to the state of the art and acceptable practices in regard to the training, handling, keeping, housing, and transporting of a wide variety of wild and exotic animals used for exhibition purposes.
- Mastery of veterinary arts and sciences as they pertain to the physical examination of horses for soreness (Horse Protection Act), differential diagnosis of lameness, observation of sore "way of going", operation and use of thermovision equipment, and the training of designated REAC employees in the enforcement of the Horse Protection Act.
- Ability to write clearly, concisely, and grammatically in order to develop and promulgate policy in the area of responsibility. Skill in oral and written communications to effectively present APHIS policies and positions to industry groups, humane groups, related Federal and State agencies, and at local and national conferences.

Factor 2 - Supervisory Controls

The supervisor establishes the broad goals of the animal care assignment and program authority. The incumbent and the supervisor consults on major activities and priorities of immediate and long range goals. The incumbent independently coordinates and conducts animal care activity, develops and implements new and improved procedures involving animal care activities. Accomplishments and written reports are reviewed in broad program terms and on accomplishing the purposes of the Animal Welfare and Horse Protection Acts.

The incumbent has responsibility for independently planning, designing, and carrying out projects, studies, or other work; also for helping to establish policy and program operations, and for helping develop appropriate regulations and standards, in accordance with the above Acts, and for consulting with regulated industry, humane groups, and other Federal agencies in regard to his/her area of expertise. Incumbent keeps supervisor informed of progress, potentially controversial matters, or far reaching implications.

Review is from an overall standpoint and concerns such matters as fulfillment of program objectives, effect of advice and influence on the overall program, contribution to the advancement of technology, compatibility with authorities granted by law, and limitations imposed by program funding.

Factor 3 - Guidelines

Guidelines consist of Federal laws, regulations, policies, and memoranda governing the humane care, housing, handling, and transportation of animals and anti-soring of horses. In addition, there are legal and court opinions in various areas of responsibility.

The incumbent is recognized as a Sector authority for interpretation and application of all laws, rules, policies, and procedures concerning the humane care, handling, and transportation of animals and soring of horses. The incumbent is adept at clarifying or adopting these guidelines to meet various needs, and situations referred to the incumbent are those that are unusual or of a serious nature. The veterinarian is expected to be resourceful and innovative in establishing new precedents, or extending previous precedents that can resolve the situation without deviating from legal restrictions.

Factor 4 - Complexity

As Animal Care Specialist responsible for the humane care, handling, and transportation of animals covered by the Animal Welfare Act and Horse Protection Act, the incumbent must have a working knowledge of the anatomy, physiology, psychology, social, behavioral, and nutritional requirements and characteristics of a wide range of domestic, wild, and exotic animals, ranging from rodents to carnivores, elephants, and marine mammals. Incumbent must be able to recognize normal and abnormal situations, characteristics, and behaviors in these animals. He/she must be aware of diseases and parasite conditions affecting the various types of animals and of acceptable and non acceptable training and handling practices.

Incumbent oversees the enforcement of policy and regulations in regard to the humane care, handling, and transportation of animals covered by the Animal Welfare Act and Horse Protection Act. The incumbent assists in development of policies and regulations through literature reviews, consultation with experts in the various fields of expertise, consultation with the regulated industry, humane groups, other Federal agencies and concerned citizens. Incumbent may be called upon to act as an expert witness in various legal actions concerning animals covered by the Animal Welfare Act and Horse Protection Act.

Incumbent maintains liaison with regulated industry and humane groups. Due to the economic impact of regulations on the industry and municipalities, and the high visibility of the Animal Care Program with humane groups and the general public, there is great potential for embarrassment to the Government. The incumbent often deals with unique and previously unencountered situations

and cooperates with other Federal agencies and groups involving situations that are delicate or controversial in nature. Incumbent also serves as consultant to officials in the Sector and performs line duties inspecting facilities covered in the Animal Welfare Act and inspecting horses covered by the Horse Protection Act.

Factor 5 - Scope and Effect

Correlates uniform Sector program activities, including development of new approaches of different methods involving the humane care, handling, and transportation of animals covered by the Animal Welfare and Horse Protection Acts.

The work involves providing professional expertise as a specialist in the area of standards, regulations, and procedures found in the Animal Welfare and Horse Protection Acts, and establishing policy and procedures to satisfy program goals.

The objective is to ensure the humane care, handling, and transportation of animals covered by the Acts. The standards and regulations have an economic impact upon profit and nonprofit organizations, municipalities, and local, State, and Federal agencies. Coordination and liaison are maintained with State and federal agencies, who have responsibility for enforcing wildlife legislation that may overlap in some areas. The nature of the subject matter is often controversial and delicate due to high program visibility and the vocal and political pressures exerted by humane groups, the general public, the regulated industry and the news media.

Factor 6 - Personal Contacts

Personal contacts are with subject matter specialists, persons of equal stature in Federal, State and national organizations, leaders of national and local humane groups, leaders and professional experts in the regulated industry field (zoos, marine mammals, etc.), and all segments of the news media (TV, newspapers, etc.). Contacts for the most part are not established on a routine basis, but vary from one contact to another as to the purpose of each contact. This leads to a different role and extent of authority between individuals, depending on circumstances.

Factor 7 - Purpose of Contacts

The purpose of the contacts is to clarify, explain, or promote the humane care, handling, and transportation of animals covered by the Animal Welfare and Horse Protection Acts and to obtain and develop factual information for the solution of problems in these areas. The purpose also is to influence, motivate, or gain the cooperation of individuals and/or groups to comply with existing standards and regulations. Assignments may also involve providing consolation and general or technical advice in the area of expertise. Correlating a uniform program involves dealing with contacts individually and in groups so as to reach a workable situation from initially

diverse viewpoints that is in keeping with the intent and legislative authorities of the Animal Welfare and Horse Protection Acts.

Factor 8 - Physical Demands

Professional work involves inspections of problem facilities of dealers, research facilities, and exhibitors as well as inspecting horses at horse shows requiring considerable movement. Physical effort is required in handling horses and cautious movement in animal pens to defend against physical attack by large and/or confused animals.

Factor 9 - Work Environment

Professional work involves exposure to highly contagious, infectious, or communicable diseases while working around animals covered by the Animal Welfare and Horse Protection Acts. This includes physical examination of horses at horse shows and working with highly distressed exotic animals at exhibitor facilities. The work requires some special clothing and gear.